

BOARD OF TRUSTEES MEETING

UHSAA Office

Thursday, November 18, 2021

9:00 AM

Those in attendance: Marilyn Richards, Belinda Johnson, Gary Olson, Dave Lund, Cory Anderson, Paul Sweat, Larry Bergeson, Jerre Holmes, David Dunn, Steven Gordon, Jim Wood, Greg Miller, Bryan Durst, Brent Strate, Rob Cuff, Jeff Cluff, Brenan Jackson, Jon Oglesby and Jan Whittaker. Excused: Jeffrey Nielsen. Minutes: Jeanne Widerburg.

1. **Welcome and Chair Business:** Chair Holmes welcomed everyone to the meeting and thanked them for their attendance. He excused Jeffrey Nielsen. Chair Holmes said his in-laws are celebrating their 65th Wedding Anniversary. At the celebration, as full as their lives have been, they talked about what they did in high school. He feels we reflect continually on our high school experiences. Most, who describe themselves, include the activities they participated in high school. He feels the member schools are providing an important experience for individuals. What we do is important. He wants to make sure students have the same positive experience in high school that he experienced.

A. Reverence/Thought: Mr. Lund said as he was driving up to the meeting he was reflecting on his days in high school. He realizes he was blessed with great coaches, leaders and mentors. He reported on a book that he recently read: "Extreme Ownership." The book was written by US Navy Seals and they shared principles they learned that can be applied in business. Great leaders and coaches provide wisdom and training to sustain students throughout their lives. Those who the members serve deserve great coaches and leaders.

B. Pledge of Allegiance/Patriotic Thought: Mr. Dunn quoted Patrick Henry, "The battle, sir, is not the strong alone; it is to the vigilant, the active, the brave." Mr. Dunn said that on November 11, the school's ROTC cadets were standing in uniform holding the American Flag at the school's entrance. Everyone that walked in, witnessing that, felt a sense of reverence. There is still hope for our country that can be found in the students. He then led members in the pledge of allegiance.

C. Approval of Minutes – August 19, 2021 (summary on UHSAA website):

MOTION: Mr. Bergeson made the motion to approve the minutes of August 19, 2021. Mr. Gordon seconded the motion. Motion carried.

D. Approval of Board Agenda:

MOTION: Ms. Richards made the motion to approve the BOT Agenda. Mr. Dunn seconded the motion. Motion carried.

2. **USBE Report:** Mr. Strate shared an experience when he was changing the water on a farm when he was 11 years old. He set the water, but when he returned the water was gone. He replaced the dam again and then complained to his father. The next week the same thing happened. He was angry, but his father suggested they go talk to the man. They found out the gentleman was using military time and was accidentally using their water. It ended up the gentleman was a mentor to Mr. Strate and he took care of his farm for years. It applies to

everyone in the room because there is a lot of negative things happening. Just know that the grief you are experiencing will go away and something will replace it. Hard things can be turned into great opportunities. We can lift others.

3. Executive Committee Meeting Report:

A. October 6, 2021 meeting (summary on UHSAA website): Mr. Wood reported.

- Calendar
- 51 Football Endowment games
- Unified Sports – encourage schools to participate – adding basketball this year
- Coach Certification (districts and schools' responsibility)
- UIAAA report – NIAAA Conference in December in Denver
- Summer Moratorium is June 29 - July 5 (adjustments must be entire school)
- DSA Awards and Super Fans nominations are due November 1
- Mr. Van Wagoner provided a legal report
- Sportsmanship items were discussed – Region Student Leadership Conferences
- Emerging Sports Survey due in October
- Officials' update
- Realignment Committee Report
- Shot clock for basketball – steering committee meeting
- Articles on Education-Based activities

B. November 10, 2021 meeting (summary on UHSAA website): Mr. Gordon reported.

- Football endowment games report
- Unified Sports – encourage schools to participate
- Fall Activities report
- Calendar
- UIAAA/NIAAA report
- Spirit of the Sport and Heart of the Arts Award
- Future sanctioning of emerging sports
- Two new school applications – Vista and Belmont Classic Academy
- Certification of coaches
- Mr. Van Wagoner provided a legal report
- NIL (Name, Image and Likeness) was discussed
- Distinguished Service Award winners were announced and approved

4. Football Endowment Games Report: Mr. Cuff said there were 51 endowment games held this year. Two games were cancelled due to Covid related issues. The games raised \$121K for the endowment fund. Last year, with fan restrictions, the games raised \$71K. This year's revenue is almost back to pre-covid numbers.

MOTION: Mr. Bergeson made the motion to transfer the \$121,057.03 to the UHSAA Foundation Account. Mr. Wood seconded the motion. Motion carried.

5. Fall Activities Report:

A. Boys' Golf and Volleyball: Ms. Whittaker reported on the two events. Volleyball was held at UVU and attendance was great.

Boys' Golf was held for 2A-6A. She thanked the Utah PGA for their help and support.

B. Girls' Soccer and Football: Mr. Jackson reported great crowds for soccer. Semis were held at Juan Diego Catholic HS and Jordan HS. He thanked them for hosting. Finals were held at Rio Tinto and the athletes appreciated the experience at that venue.

Football will finish up on Friday, November 19. The 5A/6A finals will be held at the University of Utah and members were invited to attend. It's been fortunate to have great weather.

C. Girls' Tennis and Cross Country: Mr. Oglesby said there was great weather for the first weekend and bad weather for the last week, so the tournament was moved indoors. Great crowds.

Cross Country was held at the Regional Athletic Complex. The event was ticketed for the first time to help offset costs of the event. There has been good feedback regarding the venue. Parking was easier. Ms. Richards said she heard some of the coaches felt the course was too easy (no hills). There was good weather for the runners. Mr. Cuff congratulated Jon on the organization of the event. Having the starting line and finish line close together was a great advantage.

D. 1A and 2A Fall Baseball: Mr. Cluff reported the tournament was difficult because of rain. There was a rainout on Friday and games were rescheduled. The 1A and 2A championship games were great. It was the first 2A Fall Baseball championship and American Heritage won. This was their first state championship. He thanked Snow Canyon HS for being such a great host of the tournament.

6. **Calendar:** Mr. Oglesby reminded members the most up to date calendar information is found on the website. Academic All-State deadlines are coming up for winter athletics and activities. The tentative calendar is being developed and should be ready for consideration in January.

7. UHSAA Items:

A. Spirit of Sport Award and Heart of the Arts Award (January 15): Mr. Cuff said the state award winners could also be chosen as a section or national winner. He asked for help to find individuals in schools that have overcome adversity and deserving of recognition. Please send names to Mr. Cuff by January 15.

B. Boundary Considerations (meeting handouts): Mr. Cuff reminded members at the last meeting Juan Diego requested a boundary change and was approved. There was a motion to make an exception this year for charter and private schools to present in the November for a boundary change. In the future, the presentations will take place in August prior to the new alignment year. Today is the final day for considerations and there are four schools that will be presenting. All four schools received a favorable recommendation for their boundary changes from the Executive Committee.

- American Leadership Academy – Laura Nichols
- Judge – Eric Wood and Patrick Lambert
- Layton Christian Academy – Jared Miller
- REAL Salt Lake Academy – Becky Hogan and Grant Stock.

MOTION: Mr. Bergeson made the motion to approve the four schools' boundary changes with REAL Salt Lake Academy making adjustments to their proposal to eliminate the additional two miles. Mr. Olson seconded the motion. Motion carried.

C. Summer Moratorium: Mr. Jackson said the summer moratorium for the coming year is June 29 - July 5. Any adjustment to the moratorium must be an adjustment for the entire school.

D. Rich High School Request (p. 52): Principal Rick Larsen made the request for independent status for football only for Rich HS. He also requested they have an opportunity for a play-in game for post season. He feels with the independent status they can make their own schedule and hopefully save their football program. He asked members to look for a solution for 1A school and look at an 8-person football league. Mr. Cuff said the EC gave a favorable recommendation for independent status, but not the post-season opportunity as an independent school.

E. Monticello High School Request (p. 53): Monticello was requesting to have independent status for football only. They want to build their own schedule and will be playing 8-person football.

MOTION: Mr. Anderson made the motion to allow independent status in football for Rich (no post-season) and Monticello HS. Mr. Bergeson seconded the motion. Motion carried.

Discussion of 1A football and whether one or two divisions. A meeting is being held with the 2A coaches the following day. It was determined to try and invite 1A to the planning meeting as well.

F. Coaches' Certification/Credentials: Mr. Cluff said the deadline for ordering winter credentials was November 7. Credentials will be distributed in December. There will be a second order. If schools miss the first deadline, there is a \$100 fine for each credential ordered late. New hires will not be fined.

G. Sportsmanship Items: Ms. Whittaker said the school video competition was complete and the winners were announced for each classification. Each winner receives a \$1000 scholarship. Schools were asked to create a video as part of the Sportsmanship Initiative to show to encourage positive behavior. Videos can be viewed under the sportsmanship page. Classification winners:

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|----|-----------------|
| 1A | Valley HS |
| 2A | Merit Prep |
| 3A | Grantsville HS |
| 4A | Green Canyon HS |
| 5A | Cedar Valley HS |
| 6A | Roy HS |

(1) Gold Star Coach Award: Ms. Whittaker said the Gold Star Coach Award was created to reward a coach for teaching leadership, service and sportsmanship. Each school can nominate a coach online and they will receive a certificate from the UHSAA. There will be one winner in each classification who will then receive a State Award.

H. UHSAA Student Leadership Conferences: Ms. Whittaker said regions and combined regions have been holding the conferences. 3A held the conference all together at Snow College. She has attended many of the conferences and said they are doing an amazing job.

I. Emerging Sports Report (p.55): Ms. Whittaker said page 55 was the data collected from the Emerging Sports School Survey. Sports were listed that met the criteria of an emerging sport and those that met the criteria for sanctioning consideration. Girls' participation has increased in Esports, robotics and rodeo. New on the list is girls ultimate frisbee. Boys' volleyball participation continues to increase. The three sports on the sanctioning consideration list are boys' and girls' Esports, boys' and girls' Mountain Biking and boys' Volleyball. The UBVA has asked to present today. Information was also sent in an email to members from UBVA.

(1) Boys' Volleyball: Duke Mossman of UBVA presented. He is the head coach and club coach for Wasatch HS. Other guests were in attendance with Mr. Mossman. He reminded members that the Emerging Sports Committee gave a favorable recommendation to sanction boys' volleyball. He distributed a packet and then discussed the information. The group had a discussion on what season would work. Mr. Anderson asked them to explain why the smaller classifications support sanctioning and the larger classifications don't. Mr. Sweat clarified that the data of support came from whoever filled out the survey. It was probably filled out by principal or AD and the administrations are feeling overwhelmed with their responsibilities. Ms. Johnson said it is not saying they don't see value of the sport; they are just concerned with the logistics. Mr. Cuff said there has been discussion moving soccer to the fall, but the survey indicated 70% did not want to move seasons. He asked why boys' and girls' volleyball could not play in the same season similar to boys' and girls' basketball. Mr. Mossman said they would be fine with either. They said spring to support the officials' association preference. Mr. Mossman said they could move boys' club to the spring if that is what it takes. Mr. Cuff suggested a committee be created to discuss the season, transportation issues, principals having too much on their plates in the spring, etc. Explore the options. Mr. Mossman said nationally most club volleyball is in the fall. Mr. Cluff said it is a concern for the number of officials that would be needed in the fall. He understands the obstacles the schools are facing. Mr. Sweat said it worked well at Wasatch HS having boys' and girls' volleyball in the fall.

A sub-committee was created with Ms. Richards as chair. Mr. Strate and Mr. Olson volunteered to serve and Ms. Whittaker and Ms. Richards will determine additional members. The UHSAA Staff will participate as non-voting members. The committee will consider specifics of the logistics of sanctioning boys' volleyball. With the number of participants, there needs to be more consideration. There are issues of supervision, facilities and transportation. Lacrosse opened many eyes because it was considered as an unfunded mandate for some districts. The BOT has the final decision with recommendations from the EC and AD's.

(2) Esports: Ms. Whittaker said there is a discussion about Esports. It had been felt that Esports would best fit under CTSO. Mr. Strate said the USBE had held discussions and will be working with ITeams. Ms. Whittaker said 123 schools participated with ITeams this spring. ITeams governance has split – some wanting to be under the UHSAA umbrella and some with CTE. She thinks there needs to be more discussion. Ms. Johnson said there is concern if it is sanctioned the number of student participants would be limited. There are great

scholarships in college. Mr. Bergeson suggested to not sanction at this time until the platform issues are worked out, whether it is CTE, etc. It was determined to pause consideration.

(3) Mountain Biking: Ms. Whittaker spoke to their club organization and they are not interested in coming under the UHSAA umbrella.

J. Unified Sports (UHSAA/SOUT): Mr. Oglesby said basketball will be added to Unified Sports this year. He encouraged schools to consider adding basketball. The tournament will be held at Weber State. Ms. Richards said Jordan District Foundation is supportive of Unified Sports and they have ten schools involved in one or more of the Unified Sports. Please contact Mr. Oglesby with any questions.

K. Basketball Shot Clock (pp. 56-58): Mr. Oglesby reported schools were surveyed for their interest in the shot clock. There were 90 responses, proportional over classifications, and there were 77.8% of those member schools in support of the shot clock. The biggest concern of those not in support is cost. The AD's said they would support the decision of the EC and BOT. The Shot Clock Steering Committee indicated there is a strong feeling to move forward in the 2A to 6A classifications. A decision needs to be made by the January meeting. The estimated cost is \$3000-5000 for equipment. Mr. Durst had received an estimate of \$2900. Mr. Wood said cost is the number one concern. He is not comfortable voting for it until he knows the districts are supportive. Mr. Anderson felt that 1A could be excluded for awhile if they are not in support. Mr. Oglesby pointed out that 1A schools will play other classifications with a shot clock.

Today would be the first consideration of shot clocks. There will be a vote in January.

L. Social Media: Mr. Cuff emailed the Social Media report to members. Mr. Oglesby said we have had remarkable success with social media with the help of Matt Gerrish. He is doing an excellent job.

M. Academic All-State Windows (p. 59): Windows for Academic All-State will be opening for winter sports and activities.

8. **BOT Elections Update:** Mr. Cuff stated that two members will be up for elections at the USBF Conference on January 7 at 5:00 pm. Elections will be held for 5A (Belinda Johnson) and 2A (Dave Lund) School Board members. Mr. Cuff will be mailing information to districts regarding the elections. Mr. Durst's term ends in June and a charter school election will be held April 28 at 11:00 am. Mr. Gordon's term ends in June and a 4A principal representative will need to be determined by the EC.

9. **New Member School Applications:**

A. New School Applications for 2022-23:

(1) Vista School (pp. 67-68): Mr. Cuff said Vista is a charter school located in Ivans. They are requesting assignment in 4A, Region 10. The EC gave a favorable recommendation for membership to participate in music and theatre. Principal Chris Barnam addressed the members. 64% of 9th graders participate in choir and theatre. They are looking for a larger opportunity for their students. Principal Barnam said they hope to expand in the future.

(2) Belmont Classical Academy (pp. 69-70): Mr. Cuff said Belmont Classical is a private school located in American Fork. They are requesting assignment in 2A, Region 18 for activities only. Denise Carman, curriculum director, presented. She said students participate in

music and drama. The school is considered a classical Christian school. Students are required to take Latin. They currently have 10 students.

MOTION: Mr. Wood made the motion to accept Vista and Belmont Classical Academy as Associate members for 2022-23. Ms. Johnson seconded the motion. Motion carried.

10. Realignment 2023-2025: Mr. Cuff updated members on the timeline of the realignment for 2023-2025. There is a realignment committee made up of Executive Committee members to help with a proposal for format and procedures. There should be a proposal ready for the BOT January meeting. It needs to be considered in at least two meetings. The format and procedures need to be approved prior to the October 1 Count release.

11. Finance Committee Items:

A. Auditor: Mr. Miller said Haynie & Company were contracted for the 2020 audit. The staff had a favorable recommendation to work with them again. The Committee felt it would be appropriate to continue their service for at least two years.

B. Personnel Policy (meeting handout): Currently there are automatic longevity steps for salaried employees and it is proposed: *Longevity steps for hourly employees shall be as follows: an automatic \$1.50 per hour increase to hourly wage for the years following 5, 10, 15, 20, 25, 30, 35 years employment with the UHSAA.*

MOTION: Mr. Miller made the motion to accept the proposed longevity steps for hourly employees. Mr. State seconded the motion. Motion carried.

12. Legal Report: Mr. Van Wagoner reported the girls' tackle football case is being appealed to the 10th Circuit Court. The plaintiffs have filed a brief and Mr. Van Wagoner will be responding in December.

He reported the case of a student who was trying to get a fifth year of participation. The case was filed and was a combination of mis-statements of facts and application of the wrong law. Briefs were submitted and the judge requested counsel from the other side to respond to the two cases that were cited in the briefs. The judge denied the TRO, but didn't deny the case. The case was withdrawn.

Mr. Cuff said a transgender bill advanced in committee. Representative Birkeland retained the wording of the UHSAA rule, but has added information regarding changing birth certificates. The only opposition was the cost of changing the birth certificate. Hopefully, they will adopt the UHSAA policy. It was extremely helpful that UHSAA had a policy in place.

13. NIL (Name, Image, Likeness): Mr. Van Wagoner reviewed the information he had provided the members. The information included the current UHSAA Amateur rule. There is nothing in the policy that would prohibit an athlete being paid for endorsing a product. Nothing more was needed because it would make them ineligible for college participation. That is no longer true. The information also included statements/proposals from other state associations regarding NIL. He asked for a discussion to create a UHSAA policy for NIL. It was felt less restriction on students, but protect the school property; keep the policy simple and blend the amateur rule and NIL together. Mr. Van Wagoner will draft a policy for consideration at the January meeting.

14. For the Good of the Order:

A. Salem Hills... (pp. 76-77): Mr. Cuff provided a press release regarding Salem Hills being recognized as 2021 NFHS Performing Arts School of Excellence. Mr. Oglesby and staff members of the NFHS participated in the celebration. He congratulated Salem Hills on their accomplishment.

B. UHSAA Distinguished Service Award Winners (p. 78): Mr. Cuff said page 78 listed the Distinguished Service Award recipients. The Executive Committee approved the winners and will honor them at their January meeting. Mr. Cuff congratulated the winners. He specifically recognized Sami Graham as the first Coach of the Year in Unified Sports.

15. **Approval of Consent Agenda:**

A. Financial Reports: The third quarter report was distributed to members.

MOTION: Ms. Johnson made the motion to approve the financial report. Mr. Bergeson seconded the motion. Motion carried.

MOTION: Mr. Bergeson made the motion to adjourn.

Meeting adjourned at 2:15.